New England Deaconess Hospital
Boston, Massachusetts

pulse

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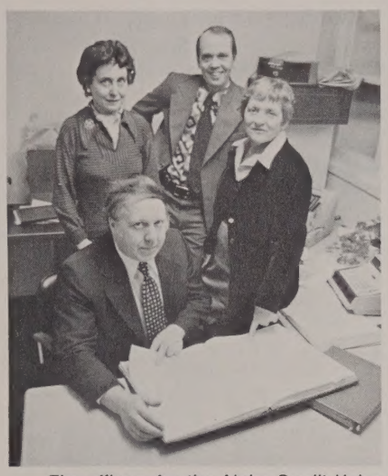
Alpha Credit Union has annual meeting

At the 35th annual meeting of the Alpha Credit Union on November 16, Treasurer Stanley E. Paxton, assistant controller, announced that membership had increased by ten percent and that assets had increased by $204,000 over the previous year. The credit union had maintained a dividend of six percent and did not have to increase the interest on loans.

Warren Hunt, Lahey Clinic, gave the credit committee report and reported that individuals may borrow up to $1000 on a personal signature, $1,500 with two signatures, and $2,000 with three signatures.

At the meeting two new directors of the 2039-member credit union were elected. They were Norma Downing, Joslin Diabetes Foundation, and Lee Pledger, employment manager. Re-elected on the board were Patricia Keaney, associate director of dietetics; Daniel McCarthy, Lahey Clinic, and William Wambolt, assistant to the director.

At the December 21 board of directors meeting of the Alpha Credit Union, the officers for 1976 were re-elected for 1977. William Wambolt is president; Marjorie Pond, administrative assistant, vice-president; Natalie E. Fossati, administrative secretary, clerk; and Stanley E. Paxton, treasurer.



The officers for the Alpha Credit Union for 1977 are: William Wambolt (foreground), president; Natalie E. Fossati (l.), clerk; Stanley E. Paxton, treasurer; and Marjorie Pond, vice president.

Mr. Wilson named manager of service coordination

Harold Pete Wilson has been named manager of service coordination and will supervise the department's unit managers, secretaries, and clerks. Service coordination provides managerial and clerical support to the nursing units.

Harold Pete Wilson

Mr. Wilson, who likes to be called "Pete," had been the training and development educational administrator at the State Street Bank and Trust Company, where he developed and taught supervisory and managerial courses, wrote personnel policies, managed the tuition assistance program, and was involved in urban affairs. As a training specialist at the Shawmut Bank of Boston prior to this, he had similar responsibilities.

Mr Wilson had previously been a senior instructor at Honeywell and a training specialist at the Boston Gas Company.

A graduate of Lincoln University, PA, where he received his B.A. in psychology, Mr. Wilson received his M. Ed. from Suffolk University.

He lives in Dorchester with his son Sean, 4. Active in many sports, Mr. Wilson is a basketball referee and a photographer.

Blood Bank Training Center holds graduation ceremony

Graduates Jean Bernarducci, Kathleen Cardillo, Barbara Langley, Sharon Rondeau, and Auditor Joyce Blank were honored at a graduation ceremony held January 5 at Kennedy Hall. Their class was the fifth to graduate from the New England Deaconess Hospital Blood Bank Training Center.

Dr. Randi V. Rosvoll, former director of the Center, presented the diplomas, while President Laurens MacLure and Dr. David A. Bittar, anesthesiologist, extended greetings from administration and the medical staff of the Deaconess.

Approved by the American Association of Blood Banks (AABB), the Center offers a one-year program of specialized lectures, seminars, practical experience, and independent study. Students must have a bachelor's degree and at least one year of experience in blood banking and immunohematology. After successful completion of the course and an examination given cooperatively by the Registry of Medical Technologists (ASCP) and the AABB, the students are qualified for supervisory and teaching positions in the blood banking field. The training program has been accepted for credit towards a master's degree in medical science by Northeastern University.

This year's class brings the total of the Center's graduates to 24 and auditors to 9.

Barbara Langley, Joyce Blank, Jean Bernarducci, Sharon Rondeau, and Kathleen Cardillo (l. - r.) were honored at a graduation ceremony held January 5.

Clinical pastoral education program accredited

The clinical pastoral education (CPE) program of the New England Deaconess Hospital has been fully accredited by the Association for Clinical Pastoral Education. Initiated at the Deaconess in 1974 by Chaplain Martin E. Cernek, the training program provides supervised clinical experience for theological students and clergy.

In order to receive full accreditation, the Deaconess has maintained a provisional status for its CPE training center for two years and has conducted five CPE programs.

"The Deaconess provides an educational experience for theological students and clergy in order for them to be more effective in the ministry of their choice," said Chaplain Cernek. "In our professional education program students learn to minister more comfortably to the emotional and spiritual stress and needs of the person hospitalized."

In 1969 Chaplain Cernek was certified as a chaplain supervisor by the association. Associate Chaplain Frederick W. Schuster has recently acquired his certification and is assisting Mr. Cernek with the program.

The Deaconess offers basic and advanced CPE training for theological students and parish clergy. The goal of basic CPE is to facilitate the development of personal and professional identity by having students become more aware of themselves as ministers and the ways that their ministry affects people.

Advanced CPE provides continuing education in ministry development and prepares students for pastoral care specialization in the chaplaincy, pastoral counseling, or ministry to specific age groups or life situations.

Students learn to use their religious heritage, theological understanding, and knowledge of the behavioral

(Continued on page 3)

Accounting department reorganized

Accounting, a major department in the business operation of the hospital, has been reorganized as a result of the promotions of Dean A. Annis to assistant director and William Wambolt to assistant to the director. The accounting department, after enduring a number of temporary sites, has moved at last to a permanent location in newly-renovated offices on the second floor of Harris Hall. Hugh Wesley heads up the department as controller, and Stanley E. Paxton, Richard Heckel, and William Martin have been made assistant controllers. Arlene Germain has been named assistant to the controller, and Raymond Thibodeau has been promoted to supervisor.

Stanley E. Paxton is the assistant controller for budgeting. He joined the hospital eight years ago as a general accountant, and has had experience in hospital accounting, budgeting, and reimbursement. Prior to this, he had been an accountant with Children's Hospital Medical Center, Beth Israel Hospital, and industry.

Treasurer of the Alpha Credit Union, Mr. Paxton is a member of the Hospital Financial Management Association and is in the association's three-year program to become a fellow, a designation of excellence in hospital financial management. He received his B.S. in accounting from Northeastern University.

Richard Heckel has been promoted to assistant controller for reimbursement. He will be working closely with Mr. Paxton in reimbursement planning, and will be responsible for strengthening relationships with third party payors in the areas of cost reporting, cost analysis, third party auditing, and in developing computerized and other techniques for optimizing reimbursement.

Mr. Heckel joined the Deaconess four years ago as an internal auditor and became special assistant to the controller. He most recently served as the key staff member of the management information systems task force.

Before joining the Deaconess, Mr. Heckel was an accountant in industry.

Mr. Heckel is also involved in the three-year program leading to designation as a fellow of the Hospital Financial Management Association.

A graduate of Notre Dame, Mr. Heckel has an M.S. in computer science from Boston University and is currently pursuing an M.B.A. at that university.

Reporting to Mr. Heckel will be Lawrence Baker in the position of reimbursement supervisor. Mr. Baker, who joined the Deaconess over three years ago as an accountant, will be responsible for special cost studies, for reviewing the preparation of Blue Cross, Medicare, and other cost reports, and for evaluating alternative reimbursement procedures. He will work with attorneys and intermediaries in the appeal process, with internal, external, and third party auditors on the audit of cost reports, and with administrators on reimbursement matters.

A member of the Hospital Financial Management Association, Mr. Baker received his B.S. in accounting from Bentley College.

William Martin is the assistant controller for general accounting. Associated with the Deaconess for over four years, Mr. Martin was the assistant controller at Pierson Industries, Boston, and had been the accounting manager at Pickard and Burns, Waltham. He has held other positions as an accountant in industry.

Mr. Martin received his A.B. in economics from Tufts University, a certificate in accounting from Bentley College, and is currently completing his M.S. in accounting at Bentley.

Raymond Thibodeau has been promoted to supervisor and will be responsible for the control and analysis of cash and receivables procedures. He joined the hospital three years ago as a general accountant.

Mr. Thibodeau, who is attending Boston University, had been the assistant manager of the operational accounting department at the First National Bank of Boston.

Arlene Germain has been appointed assistant to the controller. With the Deaconess for almost four years, Miss Germain will review all financial reporting procedureees within the hospital to provide adequate information and data to department heads and administrative officers.

Miss Germain received her B. S. in business administration from Boston University and is a member of the National Accounting Association. She will be joining the Hospital Financial Management Association.

Pictured (l.-r.) are: Stanley E. Paxton, Raymond Thibodeau, William Martin, Richard Heckel, Arlene Germain, and Lawrence Baker.

Doctors doings...

Dr. Lloyd M. Aiello, ophthalmology, NEDH and Joslin Clinic, co-authored the article "Ruby Laser Photocoagulation of Proliferating Diabetic Retinopathy—Fifth Year Follow-Up in the Winter 1976 issue of *International Ophthalmology Clinics, Recent Advances in Photocoagulation.*

* * *

Dr. Benjamin E. Bierbaum, orthopedic surgery, has been named clinical professor of orthopedic surgery at Tufts University School of Medicine.

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Dr. F. Henry Ellis, Jr., thoracic surgery, NEDH and Lahey Clinic, participated in a panel on "The Lower Esophageal Sphincter and Its Problems" at a meeting of the American College of Gastroenterology in Montreal on October 25-27. He spoke on "Gastroesophageal Reflux" and "Carcinoma of the Esophagus" at the Memorial Medical Center in Savannah, GA, on December 9.

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Drs. John W. Hare and **Priscilla White,** internal medicine, NEDH and Joslin Clinic, co-authored the presentation "Diabetes and Pregnancy in Classes E, F, R, RF, H, and T" (classifications of types of diabetes) given at the 8th World Congress of Gynecology and Obstetrics in Mexico City on October 19-20. **Dr. Thomas Leavitt, Jr.,** obstetrics and gynecology, was the moderator of a panel on benign diseases of the female breast at the Congress.

* * *

Dr. John A. Libertino, urology, NEDH and Lahey Clinic, gave the lecture "Renal Transplants in Juvenile Diabetics to the American Diabetes Association in Boston on November 17. He was elected chairman of the scientific advisory board of the Massachusetts Kidney Foundation in January.

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Dr. Jacob Lokich, oncology, discussed oat cell carcinoma at a meeting of the American Association of Chest Physicians in New York City on November 8, and chemotherapy and breast cancer at the Maine Medical Society meeting on November 11 in Bangor.

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Dr. Frederick S. McAlpine, anesthesia, NEDH and Lahey Clinic, gave the lecture "Undergraduate Studies and Medicine Today" at St. Vincent College, Latrobe, PA, on November 20. He represented the University of Pittsburgh and its Chancellor Posvar in the academic procession and ceremonies during the inauguration of Dr. Jean Mayer as president of Tufts University.

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Dr. Richard H. Overholt, thoracic surgery, NEDH and Overholt Thoracic Clinic, gave the presentation "Tumors of the Lung and Bronchi, a 44-year Management Experience with 4,313 Cases" at the 44th annual postgraduate assembly, Omaha Midwest Clinical Society, in Omaha, NB, on October 25.

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Dr. Cornelius E. Sedgwick, general surgery, NEDH and Lahey Clinic, lectured on "Hyperparathyroidism — Diagnosis and Management" at the Chattanooga Surgical Society meeting on November 9 in Chattanooga, TN.

* * *

Dr. Robert E. Wise, diagnostic radiology, NEDH and Lahey Clinic, co-authored the textbook "Radiology of Gallbladder and Bile Ducts," which was published in October by Williams and Wilkins Company.

Dr. Meissner and Dr. Copeland honored by American Society of Clinical Pathologists

Dr. William A. Meissner and Dr. Bradley E. Copeland, department of pathology, have been named among the first recipients of a distinguished service award from the American Society of Clinical Pathologists (ASCP). The awards were announced at the annual ASCP business meeting on October 28 in Los Angeles.

In 1976, the ASCP established an annual award for distinguished service to the Commission on Continuing Education. This award was designed to recognize sustained, effective, meritorious, personal service in ASCP Commission on Continutiing Education continuing medical education programs.

In making the award to Drs. Meissner and Copeland, Dr. George J. Carroll, President of ASCP, said, "I am sure many of our colleagues join me in congratulating you on receiving this honor, and in thanking you for your numerous contributions to our continuing education programs for many years."

Drs. Meissner and Copeland individually received Stieff Williamsburg silver pewter platters engraved with their names.

NURSING STUDENTS PARTICIPATE IN FLU VACCINE PROGRAM. *Before the flu vaccine program was discontinued, there was an effort on December 15 to inoculate the public at a flu clinic held at the Prudential Tower lobby. Sponsored by the Massachusetts Division of Communicable Diseases, the City of Boston Department of Health and Hospitals, and the Prudential Center, the clinic was free and offered vaccinations for both swine and A-Victoria flu strains. Twenty-two senior nursing students from the NEDH School of Nursing assisted personnel from the sponsoring agencies in administering the vaccines on a sunny, crowded Christmas shopping day. Dr. Nicholas J. Fiumara, chief of the Massachusetts Division of Communicable Diseases, contacted Ann Gough, R.N., third-year instructor, who arranged for the nursing students to volunteer their time and nursing skills. The student nurses registered, screened, and vaccinated over 1000 people. Pictured is Nancy M. O'Connor giving this woman a shot in the arm, before the flu vaccine program itself was shot down due to complications not caused by the flu.*

Mrs. Vorce and Mr. Amerault retire from the Deaconess

After 12 years as a supervisor in the building services department, **Marie E. Vorce** retired in December. Her many friends at the hospital said goodbye to her at a number of parties, where they presented her with such gifts as a television and a money tree.

Mrs. Vorce spent most of her years here as a supervisor in the Palmer and Baker buildings, with brief stops at the Lowry Medical building and Harris Hall.

Marie E. Vorce is pictured with Joseph E. Doherty (l.), administrative assistant, and Peter Dalton, manager of building services, before her retirement after 12 years as a supervisor in the building services department.

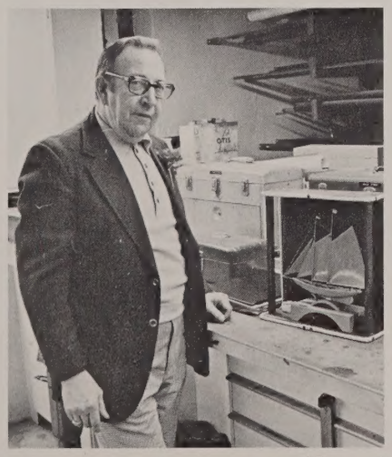
Before joining the Deaconess she held a variety of positions. For seven years she worked in the office at Maxims, an outlet store in Hyde Park; for eight years she was a cashier at the First National Stores in Boston; and she has also worked in a leather company.

Mrs. Vorce lives in Onset with her husband Gerald, who is also retired. They have three children, Leo, Barbara, and Geraldine, all of Boston, four grandchildren, and two great-granddaughters. Her family is going to keep her occupied during retirement.

Lloyd Amerault, foreman of preventive maintenance, also retired last month. He had joined the maintenance and engineering department six years ago. Mr. Amerault has been taking care of electric beds, blood pressure machines, pumps, and other hospital equipment to prevent breakdowns.

Prior to joining the Deaconess Mr. Amerault had been a foreman of mechanical assembly for 19 years at two electronic companies in the Boston area.

Mr. Amerault had been a watchmaker before becoming a foreman. For ten years he worked out of his home in Jamaica Plain fixing watches and selling rings, diamonds, and watches.



Lloyd Amerault, who carves ships and sailboats like the one pictured here, received a carving set when he retired as foreman of preventive maintenance, maintenance and engineering department.

Mr. Amerault recently moved to Brockton, where he lives with his wife Florence and their three sons, Thomas, a student at the University of Massachusetts; Brian, a maintenance manager in a Boston building; and Barry, who works in the medical record department of Tufts New England Medical Center. Their daughter Jacqueline is married and lives nearby with her four children.

The former watchmaker isn't worried about keeping himself busy after retirement. He plans to repair clocks and watches. "Just taking care of the family watches is enough to keep me busy," said Mr. Amerault.

He is well known in the maintenance and engineering department for his carvings of ships and sailboats out of wood. At one of his retirement parties, the department gave him a carving set of Swiss-made tools.

"My father was a fisherman. I spent four years on the docks of Nova Scotia where my father was fishing," said Mr. Amerault about his interest in boat carvings. He also carves heads and has done a bust of Lincoln.

And Mr. Amerault may go back to work in the electronics field again.

Whether it's watches, wood, or work, Mr. Amerault will not really be retiring during his retirement.

CPE program . . .

(Continued from page 1)

sciences in the ministry to persons and groups. They develop the skills needed for providing intensive and extensive counseling to persons and groups in various life situations and crisis circumstances. Students also develop the ability to work as a pastoral member of an interdisciplinary team, such as the team of physician, nurse, or social worker found in a hospital setting.

In addition to the program at the Deaconess, CPE programs are offered in mental hospitals, general hospitals, rehabilitation centers, prisons, and some churches. Students are Protestant, Catholic, and Jewish and are at various points in their pastoral careers, from theological student to clergyman.

Rev. William Coleman, pastor of Christ Church, United Methodist, spends some time with a patient as a CPE student.

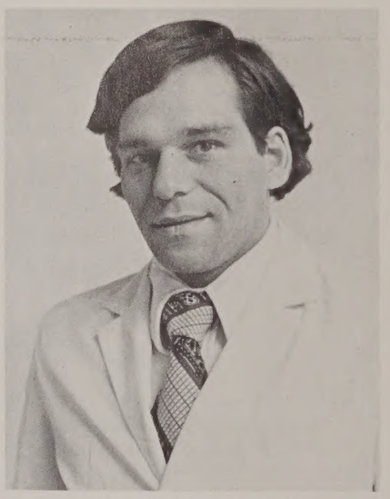
"The objective for the student is to solidify pastoral identity so that he or she can grow and function effectively and comfortably with other discipline representatives in relation to his or her parishioners so that pastoral care may be rendered wherever the parishioners may be," said Chaplain Cernek.

Now entering its fourth year, the clinical pastoral education program at the Deaconess is an interfaith program involving 12 students who are at the hospital for three months at a time. Programs continue year round.

* * *

The department of pastoral care has expanded its services and now provides night coverage. Either Mr. Cernek, Mr. Schuster, or Assistant Chaplains Charles W. Kessler or Raymond Anderson is here Monday through Thursday until 10 p.m. and Sunday evening, primarily to see presurgical patients and their families.

Dr. Codish awarded Schering Scholarship



Dr. Stephen D. Codish

Dr. Stephen D. Codish, a third-year resident with the Deaconess-Harvard Surgical Service, has been awarded a Schering Scholarship by the American College of Surgeons. He was selected from among 45 applicants throughout the country for the award, which becomes effective July 1, 1977.

The Schering Scholarship is based on research undertaken by a surgical resident and supports this research for one year.

Dr. Codish has been studying cancer immunotherapy under the guidance of Dr. Anthony P. Monaco, chief of the transplant division, Deaconess-Harvard Surgical Service. He is investigating the use of BCG, a form of bacteria, in stimulating the body's defenses against cancer. As a Schering Scholar, he will continue this research at the Deaconess.

Employee benefits create invisible paycheck

As employees of the New England Deaconess Hospital, we look forward each week to our paycheck . . . the tangible compensation for our work. But have you considered the value of the "invisible pay" we receive . . . the amount we gain through employee benefit programs? These benefits equal many dollars and give greater incentive to working at the Deaconess.

It is true that the hospital is required by law to provide some of these benefits such as unemployment compensation, workman's compensation, and contributions to social security. In complying with these laws and regulations, the hospital allocates large sums of money from which we and our families are potential beneficiaries.

But in addition, to be an equitable and competitive employer, the Deaconess voluntarily offers such benefits as the non-contributory retirement plan, long-term disability and tuition assistance programs, group life insurance, paid vacations, and paid sick leave among others. These all add up, and our total Deaconess plan measures very well against plans in other hospitals.

Listed below are both the benefits required by law and the additional benefits provided in whole or in part by the hospital as part of our overall compensation package. It is hoped that this information will give a clearer understanding of our benefits.

Benefits	Eligibility Begins	Employee Receives
Paid Vacation	After six months	Basic vacation allowance, 3 weeks at full salary (based on a 40-hour week, not including over-time).
Paid Holidays	Immediately	Ten paid holidays per year, plus a floating holiday, observed in accordance with established policy.
Paid Sick Leave	After one month	Ninety-six hours a year; accumulative to 800 hours, provides for both short-term and long-term disabilities.
Health Insurance	After one month	Blue Cross/Blue Shield Master Medical is the hospital's principle health insurance policy. The Deaconess pays the major share of the cost for this plan. Harvard Community Health Plan is also offered to employees.
Life Insurance	After six months	Life insurance coverage either for $4,000, twice your annual salary, or three times your annual salary. You pay 2½ cents per $1,000, after the first $4,000 which is provided free by the hospital.
Long-Term Disability	After six months	Continued income in the event of illness or injury which disables you for an extended period of time in excess of 5 months.
Retirement Income Plan	After six months	Upon retiring after age 65, you receive a lifetime annual retirement income of 2 percent times the highest 5 years average pay times service – up to 25 years maximum.
Tuition Reimbursement	Immediately	One hundred percent reimbursement minus taxes for the cost of tuition upon the successful completion of courses related to your position and/or a health career. Reimbursement is limited to $500 per semester, $1,500 per year.
Health Services	Immediately	Services include free: pre-employment physical examination, annual physical examination, sick call at health clinic, annual chest x-rays, immunizations and diagnostic tests ordered by NEDH physicians.
Prescriptions	Immediately	Prescriptions by staff physicians for employees at a cost of $1 each.
Bereavement Leave	Immediately	Up to 3 paid days in the event of a death in the immediate family.
Military Leave Subsidy	Immediately	For reserve or guard duty, a leave up to 96 hours is granted in addition to your regular vacation. The Deaconess pays the difference between your regular salary and service pay. For active duty, you will be granted a leave of absence without pay.
Jury Duty	Immediately	The difference between your regular pay and your court allowance for the period you are on duty.
Liability Insurance	Immediately	Protection from negligence which causes injury to other persons or their property at the hospital.
Cafeteria	Immediately	Moderately priced foods may be purchased at the employee cafeteria.
Differentials	Immediately	A 14 percent premium is paid to employees who work evenings, nights or weekends. If an employee works evenings or nights on weekends, a 28 percent premium is paid over the base salary.
Social Security	Immediately	The hospital contributes an amount equal to that which is deducted from your weekly paycheck. Social security is calculated on 5.85 percent of the first $16,500 earned by each individual.
Workman's Compensation	Immediately	The hospital pays for your protection in case of work-connected illness or injury.
Unemployment Compensation	Immediately	Insurance paid by the hospital in case of job loss under certain conditions.
MBTA Pass	Immediately	Gives you the opportunity to save money using public transportation; payroll deduction facilitates payment.
Retirement Counseling	Immediately	Free retirement counseling may be obtained in employee relations upon request.

In addition to these benefits, Deaconess Hospital offers many other services to employees. These include a tax-sheltered annuity plan, a notary public, shuttle buses to MASCO parking lots, the dental clinic, Alpha Credit Union, the library, gift and coffee shops, the barber shop and a beauty parlor.

Information about employee benefits and the services offered at the Deaconess Hospital should be directed to your department manager or the employee relations department, extension 2075.

New England Deaconess Hospital
185 Pilgrim Road
Boston, Massachusetts 02215

pulse

The New England Deaconess Hospital is a 489-bed and 16-building complex. Physicians from the Joslin Clinic, the Lahey Clinic, Overholt Thoracic Clinic and the independent medical and surgical staffs serve the needs of their patients at the hospital. The Deaconess is internationally known for diagnosis, treatment and research in brain and chest surgery, cancer, diabetes and general medicine, and is affiliated with Harvard Medical School.

PULSE is published monthly by the public relations department of the New England Deaconess Hospital.

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